

Ipswich City Council Indigenous Accord Milestone Report March to September 2021

The report provides an update on the milestones achieved in the March 2021 to September 2021 period. Only those actions where a milestone was reached are listed below. For a complete list of actions, please refer to the Accord document.

The responsible Ipswich City Council Departments listed in the tables are as follows:

- Community, Cultural and Economic Development Department (CCED)
- Corporate Services Department (CS)
- Infrastructure and Environment Department and Community (IED)
- Planning and Regulatory Services (PRS)

Action	Timeframe	Responsibility	Milestone Reached in Reporting Period
Theme 1 - Cultural Recognition, Respect and Community Engagement			
1.1.2 Aboriginal and Torres Strait artwork and cultural heritage iconography is included in the spaces and places of Ipswich, in particular the CBD and around other council – owned facilities and public spaces.	Short-term (1–2 years)	IED CCED	Finalisation of Cultural Elements for Tulmur Place, Ipswich Central Library, Ipswich Children’s Library and 1 Nicholas Street have been completed, including: <ul style="list-style-type: none">• the last of the furniture with cultural patterns have been placed in the Ipswich Children’s Library and 1 Nicholas Street• Interpretative signage for each of the cultural elements in Tulmur Place have been fabricated and installed

1.4.1 The development of an Aboriginal and Torres Strait Islander War Memorial in Queens Park.	Medium-term (3–5 years)	IED CCED	Consultation with the Ipswich RSL Sub-Branch has led to in-principle agreement for the inclusion of a dedicated Aboriginal and Torres Strait Islander plinth as part of the proposed RSL Memorial Garden site.	
1.5.2 Council-owned libraries facilitate the participation of Aboriginal and Torres Strait Islander elders in story-time activities and encourage community participation in these activities.	Ongoing	CCED	The Ipswich Children’s Library continues to engage Indigenous story tellers in their programming, and this was again on show at the opening where Indigenous performer Sharron Bell delivered her puppet and music show incorporating indigenous stories and language.	
1.5.4 Council owned library in CBD incorporates culturally appropriate and inclusive design elements for Aboriginal and Torres Strait Islander peoples.	Short-term (1–2 years)	IED CCED	Cultural elements have been incorporated in both the Ipswich Central Library and Ipswich Children’s Library to ensure both places and spaces are culturally safe and welcoming. Completed feature walls have culturally patterned wallpaper and furniture (as per the Indigenous Community Consultation Report by Black drum).	
1.6.1 Council continue to support community initiatives, including NAIDOC.	Ongoing	CCED	Whilst NAIDOC Ipswich was postponed in July, several community organisations have been supported through funding initiatives, these include assistance with equipment that would allow them to work and deliver community led initiatives.	

			SPARK Ipswich coincided with the July NAIDOC week which showcased and celebrated the arts and culture of Ipswich and proudly featured the outstanding works and achievements of First Nation's artists Sally Harrison, Kylie Hill, and Rachael Sarra.
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Action	Timeframe	Responsibility	Milestone Reached in Reporting Period
Theme 2 - Traditional Owners			
2.1.1 A governance and collaboration framework is implemented with traditional owners to support an ongoing working relationship and dialogue through the establishment of a Traditional owner Representative Steering Committee.	Short-term (1–2 years)	IED	The establishment of a Traditional Owner Steering Committee is to be considered by council following further consultation.
2.2.1 That Council work with the Native Title Party to ensure Native Title and Cultural Heritage is protected.	Ongoing	IED PRS	Council has formal Native Title Compliance and Cultural Heritage Clearance procedures in place – a number of formal 'notifications' have been issued to the Native Title Party via their legal representative Marrawah Law (as per the agreed clearance processes).
2.4.2 Cultural Awareness/Capability Training is developed and implemented in partnership with the Traditional Owner Representative Steering Committee and provided to councillors and	Short-term (1–2 years)	CCED	Community Development has commenced drafting a reference document to guide Ipswich City Council staff in engaging Aboriginal and Torres Strait Islander people and is an important step in Council's reconciliation process.



management staff once a term, and an additional online refresher course developed and implemented annually.			<p>The guideline is being drafted to address:</p> <ul style="list-style-type: none"> • Acknowledgement of Country processes • Welcome to Country processes • Aboriginal and Torres Strait Islander engagement • Protocols, ceremonies and other cultural considerations • Photography, filming and recording processes and obligations • An explanation of the Aboriginal and Torres Strait Islander flags
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Action	Timeframe	Responsibility	Milestone Reached in Reporting Period
Theme 3 – Education, Employment and Skill Development			
3.3.1 Develop and implement a work experience, traineeship, and internship program for Aboriginal and Torres Strait Islander people.	Medium-term (3–5 years)	CS	The Indigenous Community Development Officer has met with the Manager People and Culture to discuss how to increase indigenous employment opportunities in Council. Several actions have been identified that will support Council become a workplace of choice for Indigenous People. The implementation of these into council practice is being considered.
3.3.2	Short-term (1–2 years)	CCED	The Black Coffee Catch-Ups have provided a number of large businesses a platform to engage and inform local Indigenous businesses and community members of major



Advocate, when appropriate, for improved employment opportunities for Aboriginal and Torres Strait Islander people with Ipswich businesses.			<p>projects impacting the region with potential procurement and employment opportunities, including:</p> <ul style="list-style-type: none"> • John Holland (Gatton Prison Precinct) • Inland Rail Project • WATPAC (Ipswich Hospital) • RAAF Base Amberley
3.3.3 Provide information to the local Aboriginal and Torres Strait Islander community and service providers on potential career options or trends in employment and industries.	Short-term (1–2 years)	CCED	<p>The Indigenous Community Development Officer participated in a roundtable discussion hosted by the National Indigenous Australians Agency (NIAA) about the future of Indigenous Advancement Strategy (IAS) employment investment, and the new Indigenous Skills and Employment Program (ISEP).</p> <p>The ISEP is a new national program which will increase economic opportunities for Indigenous Australians and drive actions that connect Indigenous Australians to jobs, targeted skills acquisition, and career advancement opportunities.</p> <p>The Indigenous Community Development Officer will continue to champion and support this roll out in Ipswich.</p>
3.3.4 Increase opportunities for Traditional Owners to care for country through the development of a ranger program.	Medium-term (3–5 years)	IED	<p>The establishment of a Traditional Owner Steering Committee (or similar framework) will be a useful vehicle to progress a ranger program.</p>



3.4 Support initiatives that improve cultural understanding and the importance of early years learning.	Ongoing	CCED	Work with early learning services to improve engagement with Aboriginal and Torres Strait Islander peoples and increase community awareness. <ul style="list-style-type: none"> • Environment and Sustainability Funding provided for Goodna State School Bush Tucker Garden • Environment and Sustainability Funding provided for Leichhardt State School Growing goodness growing for student wellbeing
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Action	Timeframe	Responsibility	Milestone Reached in Reporting Period
Theme 4 - Business Development			
4.1.1 Develop and implement capacity building initiatives that assist the development of Aboriginal and Torres Strait Islander businesses.	Ongoing	CCED	Ten Aboriginal and Torres Strait Islander businesses attended the Ipswich Business Expo. Each business was mentored and supported by the Economic and Community Development Branch leading up to the event. This was a significant increase in Aboriginal and Torres Strait Islander businesses attendance from previous years. Murray Saylor from Tagai Managements Consultants presented at the Business Expo on the strengths and



			<p>benefits of engaging Aboriginal and Torres Strait Islanders businesses.</p> <p>Council supported six Black Coffee Catch-Ups allowing Indigenous businesses to network, develop relationships and create opportunities for collaboration.</p> <p>Council have engaged Wirrinyah Conservation Services to provide revegetation and weed eradication at the Evelyn Dodd Park. This work provides a local First Nations business opportunity to apply cultural knowledge to care for Country, increase their business knowledge and upskill their staff. Our Elders and leaders have the opportunity to provide peer to peer mentoring, practise culture through land management sand strengthen further community involvement.</p>
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Action	Timeframe	Responsibility	Milestone Reached in Reporting Period
Theme 6 - Health and Wellbeing			
6.1.1 Facilitate collaboration between a network of representatives from Aboriginal and Torres Strait Islander community organisations and across sectors to develop network links, share information and learnings and streamline coordination and referrals between agencies and organisations.	Ongoing	CCED	<p>Ipswich Murri Interagency Meetings are scheduled on the first Tuesday of each month and are organised and facilitated by Ipswich City Council.</p> <p>In July, Community Development facilitated a Strengthening Services engagement workshop to gather feedback to inform council on the current service gaps and needs post the pandemic.</p>

<p>6.2.2</p> <p>Support and encourage community solutions to develop leadership initiatives and empowerment strategies that build self-esteem and community cohesion.</p>	<p>Medium-term (3–5 years)</p>	<p>CCED</p>	<p>Council engaged Black Drum Productions to consult local Aboriginal and Torres Strait Islander residents to provide input into what elements could be featured across spaces of Nicholas Street Precinct.</p> <p>Initial meetings have been held with Boorrumpah Goupong Aboriginal Corporation to develop a strategic and operational plan that outlines their vision of creating solutions that will support Aboriginal and Torres Strait Islander men and families.</p> <p>Council will continue to work with Liworaji and other services to improve opportunities for woman in leadership and support family connection.</p> <p>Boorumpah Goupong Aboriginal Corporation successful in Major Funding support to host Cultural Yarn Ups.</p> <p>Maurice Woodley successful in the Regional Art Development funding for an art exhibition.</p>
<p>6.3.1</p> <p>Develop and implement health and wellbeing programs including physical activity programs, aligned to community aspirations.</p>	<p>Ongoing</p>	<p>CCED</p>	<p>36 Aboriginal and Torres Strait Islander people attended the Aboriginal and Torres Strait Islander Mental Health First Aid training course that was held over two days. This program supports the upskilling of community that will in turn provide a strength-based approach when working with people in need.</p>